

*The answer is found in answering more questions. What are your district's costs...*

- for new teacher recruitment, especially for recruiting the kind of diverse staff a great district wants?
- for new teacher orientation and training during the first year or two?
- in student learning sharing the year or two a new teacher is learning to teach?
- for the loss of instruction continuity when new teachers leave or are not rehired because they are not as successful?
- for administrator time spent orienting, evaluating, coaching, and supporting new teachers who are not retained?
- when struggling novice teachers must focus more on their own needs, than those of the students, and their own day-to-day survival because they have little support, assistance, and guidance toward more effective instructional practice?

“Every teacher who leaves the profession during the first three years likely costs taxpayers in excess of \$50,000, (**Leslie Huling, Virginia Resta, Southwest State Texas University**). This is based on an industry standard of calculating 2.5 times the employee’s initial salary in recruitment and personnel expenditures and lost productivity.”

*"Effective Teaching" by Harry and Rosemary Wong*

<http://teachers.net/gazette/may02/wong.html>



Many local mentoring programs are orientations to school operations, rules, and guidelines. In-depth training in content-specific instructional practices, student discipline, and classroom management is limited.

The intended impact of the **Career Education Mentoring Program for New and Returning Teachers and Counselors** is to improve instructional effectiveness within the teacher's content area.

By establishing teacher support systems that welcome newcomers to the profession and help them succeed, the **Career Education Mentoring Program for New and Returning Teachers and Counselors**, guided by national and state standards, operates under the leadership of trained mentors with content-specific professional backgrounds.

Few teachers complete a pre-service program that fully prepares them to address the specific content standards their students are expected to master. New and returning teachers and counselors need opportunities to acquire deeper understanding of content and to be mentored by teachers who model instructional practices aligned to that content.

*\*Refers to teachers who are coming back to the profession after being away from it for five or more years.*

The greatest benefit from my mentoring experience is knowing that there is someone who I can talk to in the same field

*Brian Smarker, Protégé, T&I*

The mentoring program not only allowed me to have someone to bounce ideas off of, but I also had someone willing to share their knowledge with me. It has been a great year!

*Ginny Box, Protégé, Business*

The most important aspect of mentoring is to provide guidance to new professionals. It uses one's experience to help make the teaching process a smooth one.

*Bob Schrader, Mentor, Marketing Education*

This is an absolutely beneficial program. I feel without this program, I would not have been as relaxed and confident in my new role. I had my mentor's undivided attention and support with everything we worked on.

*Nancy Pfeiffer, Protégé, Marketing Education*

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